

Indiana Commission for Higher Education  
Indiana Board for Proprietary Education

Out-of-State Institutions and  
In-State Proprietary Institutions Offering Instruction in Indiana  
with a Physical Presence in the State

**DEGREE APPLICATION**  
(New or Renewal program)

Use the <tab> key to advance to the next field, or select a field by clicking the cursor.

Name of Institution	<u>Kaplan University</u>		
Name of Program	<u>Bachelor of Science in Psychology in Industrial/Organizational Psychology (52.1003)</u>		
Level of Degree (AAS, AS, AA, BAS, BA, <b>BS</b> , MBA, MAS, MA, MS, Ph.D.)	<u>BS</u>		
Name of Person Preparing this Form	<u>Kelly Karki</u>		
Telephone Number	<u>312-385-1416</u>	<b><u>Application Type</u></b>	
Date the Form was Prepared (Revise date after any revision)	<u>October 7, 2015 <b>(Revised 11/23/2015)</b></u>	Initial X	or Renewal

**I. PROGRAM OBJECTIVES:** Describe what the program is designed to achieve and explain how it is structured in order to accomplish the objectives.

The Bachelor of Science in Psychology in Industrial/Organizational Psychology program provides foundational preparation for a variety of roles in business, government, and non-profit organizations utilizing rigor and methods of psychology as applied to issues of critical relevance and to organizational effectiveness: talent management, coaching, assessment, selection, training, organizational development, performance (i.e., improvement, management), and work-life balance.

**II. PROGRAM STRUCTURE:** List all courses in the program. Indicate course name, course number, and number of credit hours or clock hours for each course.

Name of Program: Bachelor of Science in Psychology in Industrial/Organizational Psychology

Total Course Hours: 180 Check one: Quarter Hours X  
 Semester Hours \_\_\_\_\_  
 Clock Hours \_\_\_\_\_

Tuition : \$66,780.00 Length of Program: 4 years

Course Code	Course Title	Credits
<b><u>SPECIALTY COURSES</u></b>		
PS115	Psychology Program and Profession	5
PS124	Introduction to Psychology	5
PS200	Introduction to Cognitive Psychology	5
MT140	Introduction to Management	5
PS210	History of Psychology	5
CM206	Interpersonal Communications	5
MT220	Global Business	5
MT203	Human Resource Management	5
MM207	Statistics	5
PS300	Research Methods I	6
PS330	Personality Development	6
PS390	Introduction to Industrial/Organizational Psychology	6
MT302	Organizational Behavior	6
PS391	Psychology of Leadership	6
CM350	Public Relations Strategies	6
PS392	Attitudes and Motivation in the Workplace	6
CM460	Strategic Communication	6
PS451	Selection and Assessment in Organizations	6
HR400	Employment and Staffing	6
LI410	Leadership in Practice	6
PS496	Bachelor's Capstone in Industrial Organizational Psychology	6
	<b>Total Major Requirements</b>	<b>117</b>
<b><u>General Course Requirements</u></b>		
	Open Electives (See the available elective courses on pp. 545-549 of the Kaplan University catalog.)	30
	<b>Total General Course Requirements</b>	<b>30</b>

	<b><u>Liberal Arts Requirements</u></b>	
CM107	Communication - College Composition I	5
CM220	Communication - College Composition II	5
CS204	Professionalism and Career Development-Professional Presence	3
MM150	Survey of Mathematics	5
<b><u>OR</u></b>		
MM212	College Algebra	5
HU200	Critical Evaluation in the Humanities	5
<b><u>OR</u></b>		
HU 245	Ethics	5
<b><u>OR</u></b>		
HU 250	Humanities and Culture	5
SS 211		
<b><u>OR</u></b>	The 1960's – Reshaping the American Dream	5
SS 236	People, Power and Politics – An Introduction to American Government	5
<b><u>OR</u></b>		
SS 250	The Technological Revolution – A Social Scientific Approach	5
SC200	Discovering Science – Current Issues in a Changing World	5
<b><u>OR</u></b>		
SC 235	General Biology I – Human Perspectives	5
<b><u>OR</u></b>		
SC 246	Fundamentals of Microbiology	5
<b><u>OR</u></b>		
SC 250	Science for Everyday Life	5
	<b>Total Liberal Arts Requirements</b>	<b>33</b>
	<b>TOTAL:</b>	<b>180</b>

Number of Credit/Clock Hrs. in Specialty Courses:

117

/ 180

Percentage:

65

Number of Credit/Clock Hrs. in General Courses:

30

/ 180

Percentage:

17

If applicable:

Number of Credit/Clock Hrs. in Liberal Arts:

33

/ 180

Percentage:

18

### **III. LIBRARY: Please provide information pertaining to the library located in your institution.**

#### **1. Location of library; Hours of student access; Part-time, full-time librarian/staff:**

Links to the Library are available from within the Kaplan University Campus student portal, or students and faculty may go directly to Kaplan University's website. At the beginning of 2013, Kaplan invested in improving the library's user experience by adding EBSCO Discovery Service, bringing the Library a modern web-scale search engine that allows users to search the library's materials through a single point. Students and faculty may access library resources from anywhere 24 hours per day, 7 days per week.

The Online Library staff is available to answer reference questions by e-mail, instant message, and telephone. The library guarantees response times to student emails within one business day, and chat

services are available at set times posted on the library website, Monday - Friday. Reference services are well used, with thousands of questions coming to Library staff annually.

Kaplan University's online library holdings offer a range and quantity of materials sufficient to support student learning. Students can search and open the full text of thousands of articles from over 18,000 subscribed serial publications that cover a wide variety of subjects relevant to our degree programs. Students can also search and read the full text of over 148,000 e-book titles, and hundreds more open access journals and e-books published on the web.

**2. Number of volumes of professional material:**

See Above

**3. Number of professional periodicals subscribed to:**

See Above

**4. Other library facilities in close geographical proximity for student access:**

Not Applicable

**IV. FACULTY: Attach completed Instructor's Qualification Record for each instructor.  
\*\* Include all required documentation pertaining to the qualifications of each instructor.**

<b>Total # of Faculty in the Program:</b>	82	<b>Full-time:</b>	3	<b>Part-time:</b>	79
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**Fill out form below: (PLEASE LIST NAMES IN ALPHABETICAL ORDER.)**

List Faculty Names (Alphabetical Order)	Degree or Diploma Earned	# Years of Working Experience in Specialty	# Years Teaching at Your School	# Years Teaching at Other	Check one:	
					Full- time	Part- time
Adamson, Gerald	PhD	6.4	0			X
Aleem, Yasmeen	MS	11.5	0			X
Bachman, Joleen	PhD	11.4	0			X
Bar-Navon, Donna	PhD	7.5	0			X
Barnett, Sara	MS	6.4	1.6			X
Beck, Christine	MS	1.8	0			X
Bonnevier, Nancy	MA	12.6	0			X
Brewer, Kenneth	MA	5.6	0			X

Christine, Allison	MEd	7.7	0			X
Chusid, Howard	EdD	3.2	0			X
Cohen, Nichola	PhD	5.5	0			X
Copeland, Heather	MEd	5.5	0			X
Cresap-Blomquist, Candace	MS	6.9	0			X
Crowley, Kristy	MA	6.3	0			X
Crush, Deborah	MA	12.3	0			X
Dixon, Rae	MFS	5.4	2.4			X
Donnellan, Elizabeth	MEd	11.4	3.1		X	
Eastwood, Deborah	MS	7.5	0			X
Evans, Cynthia	MA	6.9	0			X
Forbes, Mary	MS	5.8	0			X
Fowler (Doleck0, Constance	MS	6.7	0	0		X
Fox, Amanda	MA	8.4	0			X
Garcia, Arlene	MS	4.9	0			X
Gill, Sally	MS	7.4	0			X
Giovannelli, Lisa	PhD	3.5	0			X
Glazer, Maggie	MS	7	0			X
Griner, Karen	MA	6.7	0			X
Hawf, Cassidy	MS	7.5	0			X
Henderson, Lance	EdS	5.3	0			X
Huber, Stephen	MS	5.8	0			X
Humphreys, Alison	MS	5.5	0			X
Kelley, Brian	MA	8.5	0			X
King-Carr, Leia	MA	6.2	0			X
Lance, Martin	MS	5.6	0			X
Lang, Sharon	MA	6.9	0			X
Latimer, Kelsey	PhD	5.6	0			X

Leiva, Myeisha	MS	6	0			X
Leon-Veiguela, Maritza	MS	8.9	0			X
Linkin, Lisa	MA	5.5	0			X
Littell, Tim	MS	6.7	9			X
Madden, Missy	MA	7.2	0			X
Maring, Kimberly	MA	6.5	0			X
Marsh, Keith	MEd	7.4	0			X
Maschio, Jill	MS	5.5	0			X
Mauri, Monica	MA	9.5	0			X
McElwee, Lisa	MS	5.6	0			X
Mellott, Laura	MEd	6	0			X
Meyerhofer, Russell	PhD	3.5	0.2			X
Moskalewicz, James	MEd	5.7	0			X
Mueller, Eve	MS	6.6	0			X
Ngwako, Abigail	MEd	7.8	0			X
Noriega, Kristina	MS	3.2	0			X
Oland, Alyssa	PhD	14.9	0			X
Palmer, Robert	PhD	1.9	0		X	
Palmer, Sara	MS	1.8	0			X
Paul, Sanjay	MA	7.8	7.7			X
Pedersen, Jean	MA	6.9	5.6			X
Pover, Evi-Luise	MA	7.1	0			X
Powell, Veronica	PhD	1.7	0			X
Raduazo, Luran	MA	1.8	0			X
Rivera, Bridget	PhD	6.6	0		X	
Robertson, Jennifer	MS	6	0			X
Rocha, Erin	MS	6	0			X
Rodriguez, Tara	MS	7.6	0			X

Rollins, Nicole	MA	1.7	0			X
Sabo, Gail	MA	6.6	0			X
Savarese, Karen	MA	5.9	0			X
Scherry, Albert	MS	5.6	0			X
Semcesen, Tanya	PhD	6.5	0			X
Seward, Tara	PsyD	6.7	0			X
Simpkins, Michelle	MS	6.5	0			X
Smith, Linda	MS	3	0			X
St. Germain, Erica	PsyD	5.1	0			X
Stebbins, Janet	MA	5.4	0			X
Strbiak, Dee	MA	7.1	0			X
Testani, Christine	MA	6	0			X
Tretiak-Carmichael, Helen	MA	7	0			X
Vandemark, Marjorie	MA	4.9	0			X
Walker, Kevin	MA	5.3	0			X
Watson, Karen	MS	6.6	0			X
Weiss, Shannon	MS	3.4	0			X
York, Mary	MS	6.5	0			X

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**Supplementary Information on  
Licensure, Certification, and Accreditation**

Institution: Kaplan University

Degree Program: Bachelor of Science in Psychology in Industrial/Organizational Psychology

Locations: Indianapolis

**State Licensure**

Does a graduate of this program need to be licensed by the State to practice their profession in Indiana and if so, will this program prepare them for licensure? No license is required.

If so, please identify

The specific license(s) needed:

The State agency issuing the license(s):

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**Professional Certification**

What are the professional certifications that exist for graduates of similar program(s)? No certifications exist at the state level, only independently owned certifications exist. Example, MBTI, Coach etc.

Will a graduate of this program be prepared to obtain national professional certification(s) in order to find employment, or to have substantially better prospects for employment, in a related job in Indiana?

If so, please identify

Each specific professional certification:

The national organization issuing each certification:

Please explain the rationale for choosing each professional certification:

Please identify the single course or a sequence of courses that lead to each professional certification?

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**Professional Industry Standards/Best Practices**

Does the program curriculum incorporate professional industry standard(s) and/or best practice(s)? N/A

If so, please identify

The specific professional industry standard(s) and/or best practice(s):

The organization or agency, from which the professional industry standard(s) and/or best practice(s) emanate:



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**Program Accreditation**

Does this program need specialized accreditation in order for a graduate to become licensed by the State or to earn a national professional certification, so graduates of this program can work in their profession or have substantially better prospects for employment? N/A

If so, please identify the specialized accrediting agency:

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**Transferability of Associate of Science Degrees**

Since CHE/BPE policy reserves the Associate of Science designation for associate degrees whose credits apply toward meeting the requirements of a related baccalaureate degree, please answer the following questions:

Does a graduate of this A.S. degree program have the option to apply all or almost all of the credits to a related baccalaureate degree at your institution? N/A

If so, please list the baccalaureate degree(s):

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**Job Titles**

List specific job titles and broad job categories that would be appropriate for a graduate of this program:

Human Resources Specialist-The Human Resources Specialist reports to the Human Resources Manager and is responsible for supporting employees, managers, and the HR Department in facilitation and management of various employee related activities and specialist projects

Human Resources Manager-developing and studying systems for recruiting, interviewing, hiring, evaluating, managing, and promoting people.

Talent Manager-Source, attract, recruit, screen, and onboard exceptional talent to fill current and future client requirements.

Coach-Providing on-site support and building relationships with businesses.

Training and Development Specialist-understanding and engaging in executive coaching, management development, mentoring, leadership training, and team building.